



Health care Academy

By Alan Penman

Why the academy approach?



- The New Royal Infirmary of Edinburgh
- Demographic Pressures
- Service Redesign and new Roles
- Effective and cost efficient recruitment

What are we looking for?

- Aptitudes, enthusiasm
- Lack of educational qualifications not a barrier
- Any age, from 16 to 60
- A willingness to learn

What are we offering?

- Focused pre-employment training/development
- Benefits/transport/child care cover
- Guaranteed interviews
- The potential for a career – not just a job
- Branches nationwide?



BSc Honours Generic Skills Senior Practitioner

**G/F –Grade – Hospital @ Night
Higher degree of responsibility &
Autonomy**

BSc Level – continuous professional development

**E-grade, Expanded
clinical decision Making
skills/clinical skills**

**Post registration
Clinical orientation
Lv administration/cannulation**

**D-grade
Competent practitioner**

Pre-registration training

Student

HNC – Senior Clinical support worker: access to nursing course

Access year two as student nurse

Level 3 SVQ: Senior Clinical Support workers Expanded Roles

**Higher level of responsibility
Devolved autonomy
Expanded roles**

Level 2 SVQ: Trained clinical support workers

Number of clinical skills Venopuncture, ECG's

Trainee support Workers

Pre Employment Training Health care Academy

MSc - Choice of modules depending on career choice:

- Clinical
- Educational
- Management
- Research

MSc qualification

Consultant Practitioner



QMUC MSc Level

Advanced practitioner pathway

Napier MSc Level

Advanced practitioner pathway

Advanced Practitioner Qualification
G-Grade – Experienced
High degree of autonomy
Skills & theory very high standard



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